

*****July 20, 2021*****

The Signal Mountain Town Council held a Special Called meeting on Tuesday, July 20, 2021. The meeting was called to order at 6:00 p.m. Those present were:

Those present were: Mayor Charles Poss
Vice Mayor Susannah Murdock
Councilmember Vicki Anderson
Councilmember Andrew Gardner
Councilmember Dan Landrum

Also present were: Town Manager Boyd Veal
Town Attorney Harry Cash
Finance Director/Town Recorder Carol White
Special Proj. & Compliance Manager Sam Guin
See attached list for others present

Mayor Poss led the pledge of allegiance. A moment of silence was observed.

Citizen Comments

Mayor Poss asked if there were any requests to address the Council.

There being no requests, the meeting proceeded.

Presentation

2021 Compensation Study

Steve Thompson, of Burris, Thompson and Associates, presented the Council the Compensation Study Summary of Findings and Recommendations (copy attached). Mr. Thompson explained that he had provided the Town with the proposed compensation findings and explained the process used in developing the plan.

Council held extensive discussion regarding the proposed new pay plan, including the difference between the private and public sector compensations. During this discussion, Mr. Thompson informed the Council that, in the past, superior public sector benefits evened the differences in wages between the two sectors. He stated, however, that in today's employment market, the benefits packages offered in private employment markets are comparable to those in the public sector market.

Mr. Thompson said the pay plan calculations are based on Town employees receiving a 4% increase and then placing them on the closest step in the appropriate pay grade.

Mayor Poss asked why employees were not plugged into the steps in the new plan based on their tenure. Town Manager, Boyd Veal, explained that this method would be very costly and that better aligning step position with tenure would be the goal for the next phase of plan implementation.

Councilmember Gardner asked Mr. Thompson and Mr. Veal to re-calculate the monetary impact by first placing employees at their appropriate grade in pay structure and then applying tenure to determine the step level. After those calculations are performed, Councilmember Gardner said to include an increase to 4% for any employee who's calculated increase falls below that level. Mr. Thompson will try to provide that information prior to the next meeting.

Mr. Veal informed the Council that the proposed Pay Structure had been reviewed by the Personnel Committee, who recommended the plan for Council approval.

After further discussions, Council asked Mr. Veal to include pay increases, to implement the pay plan as recommended by the Personnel Committee, in the budget that will be reviewed during the July 24th budget meeting.

Council suspended all other business.

The meeting was adjourned at 8:50 p.m.



Charles Poss, Mayor



Recorder